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Troubadour

Newsletters

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Cardinal Stritch University

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THE TROUBADOUR

APRIL 8, 2010

ISSUE 135

2010-11 BUDGET MEETINGS SCHEDULED FOR APRIL 14-16

The 2010-11 fiscal year budget planning process will formally begin with three informational sessions scheduled April 14-16 on campus.

The sessions will take place at the following times. All employees who are responsible for preparing budget details should plan on attending one of the three scheduled sessions:

April 14: 10-11 a.m., Sister Camille Kliebhan Conference Center, room 1108

April 15: 1-2 p.m., Sister Camille Kliebhan Conference Center, room 1108

April 16: 9-10 a.m., BH 033 (Lower level; seats up to 70)

According to Katie Hoeller, director of accounting, the sessions will address strategic financial imperatives and key assumptions, and will include a walk-through of the forms and timelines that all departments will use to submit their budgetary requests for the 2010-11 fiscal year, which begins Aug 1.

Those with questions may contact Hoeller at kahoeller@stritch.edu or ext. 4191.

UPDATE ON HIRING FREEZE, FILLING NEEDED POSITIONS

In response to many questions and concerns from staff, faculty and others off the campus, Director of Human Resources Deborah Johnson has clarified the current hiring practices at Stritch.

The hiring freeze at the University is still in effect. There are, however, some positions that need to be filled to make sure the University keeps running efficiently. To make those choices, the University is using the following criteria:

- Serving students, which includes the enrollment process and the student life experience
- Regulatory/legal/safety requirements
- Supporting information technology
- Strengthening the mission effectiveness and identity aspects of University life.

The final decision to authorize filling a position is currently the joint responsibility of the acting provost and the executive vice president/chief financial officer. The interim president will also review these requests.

As employees retire or resign from their positions at the University, those positions are reviewed and a determination is made as to which need to be immediately filled in order to ensure that critical operations of the University continue and that the decision is fiscally responsible.

Those with questions are encouraged to contact Johnson at drjohnson@stritch.edu or ext. 4222.

REVISED STAFF PERFORMANCE EVALUATION PROCESS TO TAKE PLACE APRIL 9-MAY 31

The annual performance appraisal period for all staff will take place from April 9 to May 31. The process should be completed by all staff and all supervisors of staff.

The revised 2010 appraisal form and a guidelines document for assistance in using the form can be found on My Stritch at <http://my.stritch.edu>. After logging in, click on "Employee Info," and then click on the documents under "HR Appraisal Process" on the right column of the screen. The form is a Word document template, and the guidelines document is a PDF.

The revised 2010 appraisal form has been designed to accommodate both self-evaluation and supervisory evaluation processes. Employees will complete the self-evaluation section of the form and then e-mail it to their direct supervisors for completion.

Instructions on how to complete the form, along with additional information pertaining to the process, can be found in the guidelines document.

Since this new process will require a period of learning and adjustment, salary increases (if granted for 2010-2011) will not be based upon this appraisal tool.



There will be a Q&A session for all staff and supervisors of staff from 3 to 4 p.m. on Tuesday, April 20 in the Sister Camille Kliebhan Conference Center, room 1108. This event is an opportunity to ask questions regarding the appraisal form and the process. Attendees should read the guidelines and review the form prior to the Q&A session.

This session may also be broadcast to Madison and Minnesota, depending upon interest.

In order to ensure enough seating at the Q&A session, please e-mail Susan McCartney at mmccartney@stitch.edu to let her know that you will be attending. You may also contact Susan if you have difficulty in accessing the appraisal form.

Questions regarding appraisal form content and the process may be sent to Deborah Johnson at drjohnson@stitch.edu or Sabrina Hooks at srhooks@stitch.edu.

LITERACY CENTERS RECEIVE \$30K GRANT FROM BRINN FOUNDATION



Where students learn to read and read to learn

Providing access to functional, lifetime literacy for all K-12 students in Milwaukee, regardless of cultural, economic, linguistic or biological factors

Stritch's Literacy Centers recently received a \$30,000 donation from the Elizabeth A. Brinn Foundation to support programs in 2010.

The Literacy Centers aim to provide access to functional, lifetime literacy training for all K-12 students in Milwaukee, regardless of cultural, economic, linguistic or biological factors. Reading scores for Wisconsin's African-American fourth-graders trail those in every other state and the District of Columbia, according to a recent report by the National Assessment of Educational Progress, making the work of the Literacy Centers especially important.

The Literacy Centers have increased student participation by 200 percent in just two

years. It has been shown that after the intense, research-driven individual tutoring students receive in the program, their reading comprehension increased at least one whole grade level and their word recognition and accuracy increased almost two grade levels.

In the fall of 2007, approximately 50 children, kindergarten through high school, received one-on-one instruction. The program then expanded to serve urban children. Today, the Centers are in three locations and serve more than 150 students per semester. Since the expansion, a total of 350 struggling readers have been served.

The Literacy Centers have also trained 100 teachers in its unique CLIFFTOPS reading method. CLIFFTOPS is an acronym for the program's primary components: Comprehension, Language (scaffolding), Inquiry, Fluency, Flexible Thinking, Orthographic/Phonological (layers), and (metacognitive) Strategies.

To learn more about the Literacy Centers, visit www.stitch.edu/literacy.

OCT. 28 KENDALL LECTURE SERIES EVENT TO FEATURE ACADEMY AWARD WINNER ALEX GIBNEY



The Kendall Lecture Series, which focuses on cultural relevance and academic excellence, will host Academy Award, Emmy Award and Grammy Award-winning writer, producer and director Alex Gibney at 7 p.m. Oct. 28 in the Nancy Kendall Theater. Event cost details are forthcoming, but all Kendall Lecture Series events are free to Stritch students with valid I.D.

“At their Worst: Unethical, Immoral and Illegal Behavior among America’s Most Powerful People” will explore what leads people in positions of influence and power to engage in questionable and often illegal acts. Gibney will discuss his experiences exploring some of the most appalling lapses in judgment in modern history, using his films as a means to reveal the ethical and historical implications of arrogance and greed.

Gibney is the director and producer of “Taxi to the Dark Side,” an in-depth look at the allegations of torture practices by the United States in Afghanistan, Iraq and Guantanamo Bay, focusing on an innocent taxi driver in Afghanistan who was tortured and killed in 2002. The film won an Academy Award for Best Documentary Feature in 2008. Most recently, he served as the writer and director of “Gonzo: The Life and Work of Dr. Hunter S. Thompson,” which was nominated for the Grand Jury Prize at the Sundance Film Festival. He also wrote, directed and produced “Enron: The Smartest Guys in the Room,” nominated for an Academy Award for Best Documentary Feature in 2006.

His recent credits include the theatrical documentary “The Trials of Henry Kissinger (writer/producer); the HBO documentary “Soldiers in the Army of God,” (producer) about the radical fringe of the anti-abortion movement; “Speak Truth to Power” (producer), a PBS special about human rights defenders starring Alec Baldwin, Sigourney Weaver, John Malkovich, and Kevin Kline; “The Fifties” (writer/director/producer),

an eight-hour documentary miniseries based on the best-selling book by Pulitzer Prize-winning author David Halberstam; and “The Pacific Century” (writer/director/producer), a 10-hour documentary series that was honored with an Emmy and the prestigious duPont-Columbia Award for Excellence in Broadcast Journalism.

The lecture will be preceded by a Q&A session in the late afternoon for students, faculty and staff and will focus on his films, which will be screened on campus in advance of his visit. There will also be a short Q&A following the lecture.

Faculty are encouraged to consider bringing their classes to these events or sharing this information with students. Both events are free for Stritch students and present a unique opportunity to broaden horizons in the areas of business, arts, ethics, philosophy and more.

The Kendall Lecture Series was established to honor the liberal arts tradition of the Sisters of St. Francis of Assisi. The series was created in 2007 through a generous endowed gift by Nancy and Leon Kendall. Its purpose is to bring recognized experts from around the world to Stritch to discuss relevant topics of interest that broaden horizons and encourage meaningful discussion among students and the broader Milwaukee community.

More information on dates and times for the screenings will be made available in future issues of The Troubadour. For a full bio of Gibney and more on these events, visit www.stritch.edu/kendallseries.



SPRING ALUMNI PHONATHON NETS MORE THAN \$25,000

This year's spring Alumni Phonathon resulted in the Office of Advancement surpassing its goal of \$20,000 by raising \$25,694 in pledges from 683 Stritch alumni. 29 student callers made 44,484 phone calls and reached 7,700 alumni out of more than 15,000 alumni that were contacted.

"It was a great experience overall," said Beckie Freda, a freshman business major and one of the student callers during the three-week Phonathon. "Even if people weren't interested in making a gift, they were very polite and interested in how I liked Stritch. They asked what my major was, how my experience was so far, what was going on at the University, and lots of other questions. It seemed to me that they really wanted to stay connected to the school."

In addition to the 683 alumni who made gifts, 396 alumni are currently considering a gift and 394 alumni records were

updated with a variety of information, all of which helps the University Advancement office keep in touch with alumni.

"It started off slow, but once I got talking to people who donated in the past, they seemed really interested and pleasant," said Dustin Dean, a senior sport management major. "I had a good time talking with alumni – they asked what I hoped to do after graduation, talked about sports and asked if certain faculty members are still here. It was uplifting for me to hear people talk positively about Stritch."

According to Kurtis Wier, director of annual giving, the fulfillment percentage during the spring and fall Phonathons remains strong each fiscal year. The next Phonathon will take place during the fall semester.

UPCOMING EVENTS

Alumni and Friends Gallery and Theater Night

Friday, April 16

5:30 p.m., Northwestern Mutual Art Gallery

Gallery Night - B.A./B.F.A. exhibit featuring senior art students

Cost: Free

7:30 p.m., Nancy Kendall Theater

Theater show: Shakespeare's "The Comedy of Errors"

9:30 p.m., Theater Lobby

Dessert with the cast

Show: \$5, includes dessert with the cast

YOUR Career Conference: Minnesota

Saturday, April 17

8:30a.m.-noon, Eden Prairie Campus

Hosted by Career Services

Register at <http://career.stitch.edu>

Attend a half day of career-focused workshops through YOUR Career Conference. Workshops include interviewing strategies, managing your brand, negotiating like a pro, and resumes that get noticed. Credit for Prior Learning portfolios will also be reviewed. Stritch students, alumni and guests are welcome to attend. Questions: contact Career Services at ext. 4157 or career@stitch.edu.

Wisdom at Work: Building Powerful Teams

Tuesday, April 20

1-4 p.m., Board Room

Facilitator: Carroll Bronson, Ph.D.

This free workshop explores the different stages of team development, the roles that team members operate within, as well as identifying their communication styles. RSVP early to wisdomatwork@stitch.edu with date/title of the workshop you wish to attend.

Capacity for all workshops is limited to 25 participants.

Relay for Life

April 23-24

7 p.m. April 23 until 7 a.m. April 24, Parking lot 3

Take part in this fundraising event for the American Cancer Society and help change the lives of many cancer fighters, survivors and victims.

To register a team, join a team or donate, visit

<http://www.relayforlife.org/cardinalstitch>.

Team registration fee is \$150 per team. For more information, contact Alex Dresen at ext. 4251 or asdresen@stitch.edu.

If you are interested in purchasing a Luminaria Bag for \$5, please print the following page and send it with payment to the attention of SGA President Kathryn Foley via the Dean of Students office at box #521. Thanks for your consideration.

THE TROUBADOUR

The Troubadour supports the overall mission, goals and objectives of Cardinal Stritch University, and is meant to serve as a communications tool for the campus community. If you have feedback or story ideas, please contact Public Relations at prdept@stitch.edu.

For complete information on University public relations, media relations and publications, please see the PR brochure, which is available in My Stritch by clicking on "Public Relations Information" in the "Other Employee Info Pages" folder under the "Employee Info" tab.



Looking for back issues of The Troubadour?

Back issues of The Troubadour can be found in MyStritch. After logging in, click the "Employee Info" tab and select "Troubadour" in the left-hand column. Issues are posted in descending order by date and have brief descriptions of content. Click on the link you wish to access.



American Cancer Society Relay For Life of Cardinal Stritch University

Light the way to a cure...

On Friday, April 23 at 10:00 pm at Cardinal Stritch University, Luminaria will be lit in memory and honor of family and friends who have battled cancer.

Choose to recognize your loved one and help support the American Cancer Society by creating a Luminaria. Your \$5 donation [per name] will help in the fight against cancer and serve as a symbol along the pathway at the American Cancer Society Relay For Life to memorialize or honor someone you love. The names of these individuals will be read aloud in a special ceremony at 10:30 p.m., April 23, to which you are invited to attend. All proceeds will support the American Cancer Society's mission to fight cancer, locally, statewide and nationally, in terms of research, education, advocacy and patient service programs.

To donate a Luminaria, complete the form below and return it with your check payable to the American Cancer Society to:

Kathryn Foley

Your Name: _____ Phone Number: _____

Address: _____

City: _____ State: _____ Zip: _____

Circle One: **In Memory Of (Deceased)** **In Honor Of (Living):**

Name: _____

Message: _____

Pronunciation Guide (if name is difficult to pronounce, please include the phonetic pronunciation to ensure accuracy during the reading of all names during the ceremony):

Please copy form for more than one Luminaria order